

Peer Observation Research Grant

Grant Purpose: Determine in authentic settings the usability, feasibility, and appropriateness of select peer observation models to support and inform the proposed Teacher Professional Growth and Effectiveness System.

Peer Observer Research Grant Models: Districts are implementing three peer observer models. Model 1 is a virtual model where peers who are not in the same district as the teacher being observed are conducting all observations through the use of technology. Model 2 is a hybrid model of a cadre of peer observers within a district. Model 3 is a traditional model where all peer observers are located in the same school as the teachers being observed.

Items Completed:

February - July	September	October	November	Dec – Feb
Cameras purchased and training conducted	Research questions finalized	Tech assistance to participants formalized	Deadline extended from Dec. 2013 to May 2014	2 out 3 peer observations conducted by all peer for teachers
Training in wiki site	The Fund agrees to manage Virtual Observers	Work to enhance EDS to support virtual observers		Feedback from districts informing Peer Observation and Peer Training Module
Official Grant Kick-off	Professional Learning for Peer Observer Module released			Districts reporting on travel

Observations Completed: Three observations are required for each teacher participating in the research grant. The chart shows the number of observations conducted and recorded in EDS for the number of teacher participants.

Daviess	Gallatin	Fleming	Jessamine	Marshall	Magoffin
8 out of 34	13 out of 30	60 out of 57	4 out of 8	16 out of 18	37 out of 24

Surveys and Focus Groups: Conducting Surveys and Focus Groups regularly allows the KDE to gather data on the implementation of the peer observations models. One survey was conducted to assess the training provided in the use of the camera. All survey responses results are noted in the chart to the right. All grant participants receive the perception survey which collects feedback on the peer observation process in PGES, use of the cameras in the process, and the effect(s) the tested model has upon the process. The overall responses by participants provided viable data and actionable feedback on the peer observation models.

Timeline: **February:** 2nd observations , **April:** Final focus group, final observation **May:** district travel to states with peer observation models similar to Kentucky's is completed with reflection submitted.

Implementation of Peer Observation Models during

Research Grant: The six districts in the research grant have begun to individualize the models. Fleming, Marshall, and Jessamine are conducting the hybrid model. Fleming has purposefully conducted 1 observation in person, 1 observation asynchronously, and then allowed the teacher and peer to determine the final observation on their own. Surveys will reveal teacher and peer perceptions of these changes. Marshall County has chosen to allow teachers to have a different peer observer in each observation window. Magoffin County, utilizing the traditional model, has followed a similar observation pattern as Marshall. Gallatin and Daviess are the two districts following the virtual model.

Challenges: Virtual Observers and four out of six districts have reported issues with the software/technology and that communication via e-mail has impeded their progress with conducting observations and conferences. Recommendations were made to utilize Lync and telephone for the virtual peer observation protocol. Cameras utilized in the grant have an upfront cost associated with them and an ongoing expense of purchasing licenses for educators utilizing them on a yearly basis. The KDE is conducting additional research to address the cost and effect of utilizing "off the shelf" technology to achieve quality peer observations in a virtual format. Response to surveys and focus groups has been low for some groups. To increase participation, communications and surveys are being rerouted through leadership.

Survey #1 (Nov 2013)									
		Peers		Teachers		Supervisors		District totals	
		Received	Sent	Received	Sent	Received	Sent	Received	Sent
Daviess County		0	0	12	17	0	2	12	19
Fleming County		13	9	17	19	1	2	31	30
Gallatin County		0	0	13	15	2	2	15	17
Jessamine County		2	4	4	4	0	2	6	10
Magoffin County		8	6	15	12	1	2	24	20
Marshall County		10	0	21	19	4	2	35	21
Virtual Observers		13	6					13	6
Total		46	27	82	86	8	12		
Survey #2 (Jan 2014)									
		Peers		Teachers		Supervisors		District totals	
		Received	Sent	Received	Sent	Received	Sent	Received	Sent
Daviess County		0	0	6	17	0	2	6	19
Fleming County		3	9	6	19	1	2	10	30
Gallatin County		0	0	3	15	8	2	11	17
Jessamine County		2	4	0	4	0	2	2	10
Magoffin County		2	6	1	12	10	2	12	20
Marshall County		7	0	1	19	0	2	6	21
Virtual Observers		5	6					5	6
Total		19	25	17	86	19	12		